

HB 1621 -- DISCRIMINATION AGAINST PERSONS FOR THE LAWFUL CARRY OR
USE OF FIREARMS

SPONSOR: Brown (116)

COMMITTEE ACTION: Voted "do pass" by the Committee on General
Laws by a vote of 9 to 3.

This bill specifies that it will be an unlawful employment practice for an employer to discriminate against an individual who has a concealed carry endorsement or uses his or her firearm for a lawful purpose including, but not limited to, self defense by failing or refusing to hire or to discharge any employee; discriminating with respect to his or her compensation, terms, conditions, or privileges; or limiting, segregating, or classifying employees or applicants in any way which would deprive or otherwise adversely affect his or her status as an employee.

These provisions cannot require employers to allow the carrying and use of weapons on their property except as mandated by other law or to grant preferential treatment to employees that hold concealed carry endorsements or own firearms.

FISCAL NOTE: No impact on state funds in FY 2013, FY 2014, and FY 2015.

PROPOSERS: Supporters say that the bill prevents employers from discriminating against any employee who lawfully carries a concealed weapon but does not require an employer to allow an employee to carry a concealed weapon on the business's premises. No other state currently has this kind of provision and the bill places Missouri at the forefront in providing this protection to employees.

Testifying for the bill were Representative Brown (116); National Rifle Association - Institute for Legislative Action; and Missourians for Personal Safety.

OPPOSERS: There was no opposition voiced to the committee.